



THE INDIANA EMPLOYMENT FIRST “WORK TO INCLUDE” COALITION

1102 Task Force

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“So often, our disabilities aren’t what limit us. It’s time we change the things that actually do.”

-- Karin Willison, The Mighty

Work to Include: Indiana’s Employment First Initiative

AGENDA

- ❖ Employment First Legislation and Principles
- ❖ Indiana Data
- ❖ Work to Include Town Halls
 - ❖ Meetings & Recommendations
- ❖ Framework for Change
- ❖ Next Steps

Employment First Law and Guiding Principles

Indiana's LAW
passed in 2017:

Employment in the community is the **first and preferred outcome** of services for Hoosiers with disabilities.

- Access to real jobs with real wages.
- We have yet to meet a person with a disability who cannot work in the community. Those who “choose” not to work may need assistance just to learn what is possible.
- Everyone needs support of some type in the workplace.
- Policies and practices must prioritize employment.
- Competitive Integrated Employment Outcomes:
 - Equal opportunity
 - Full participation
 - Economic self-sufficiency

How is Indiana Doing?

United States

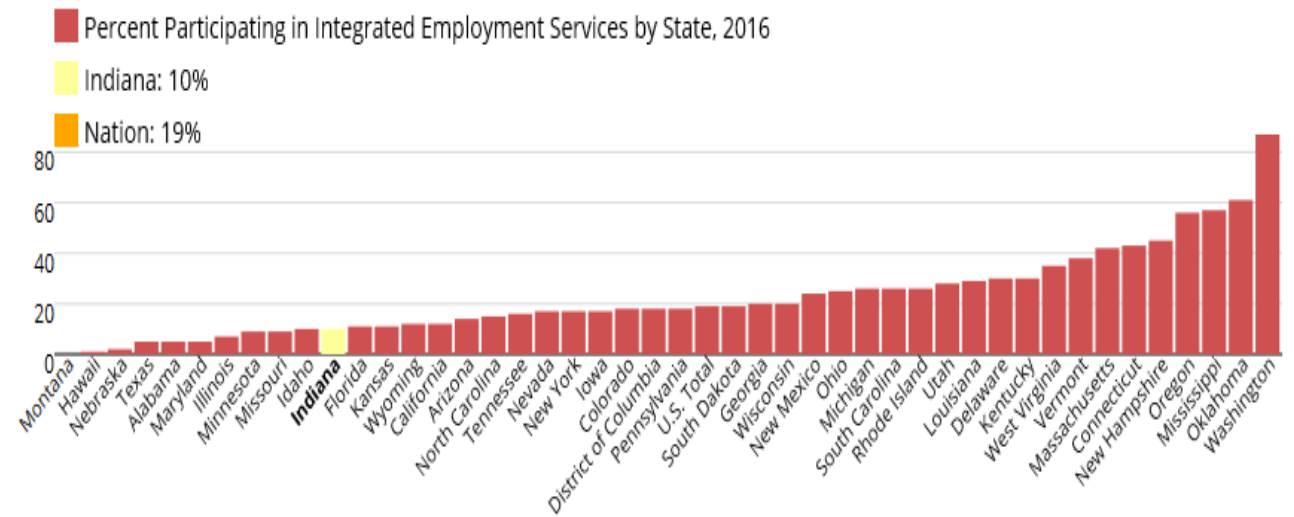
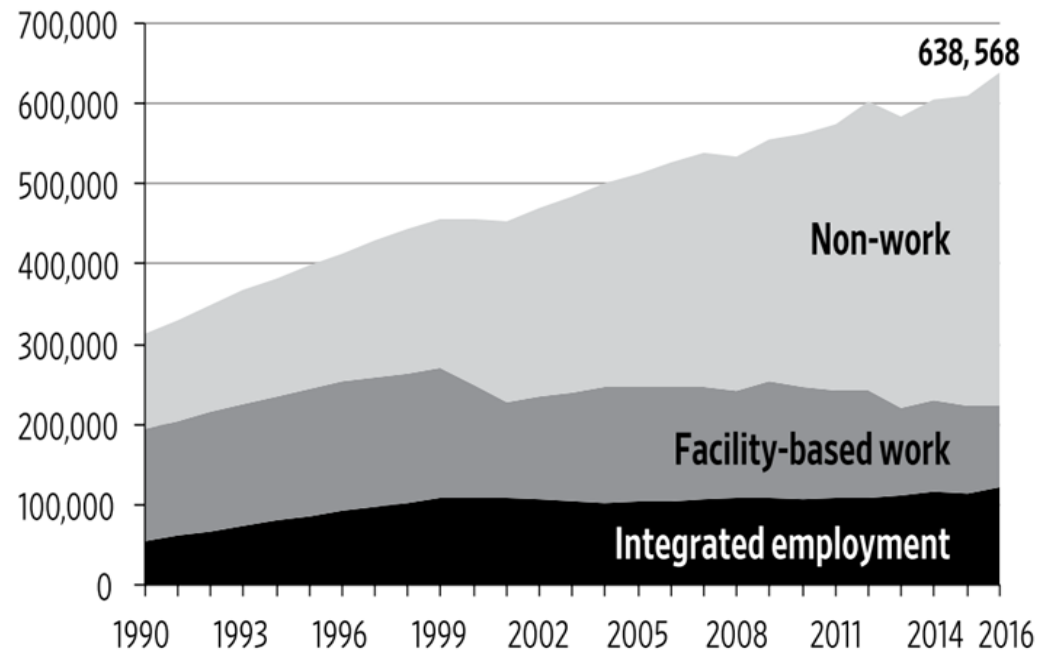
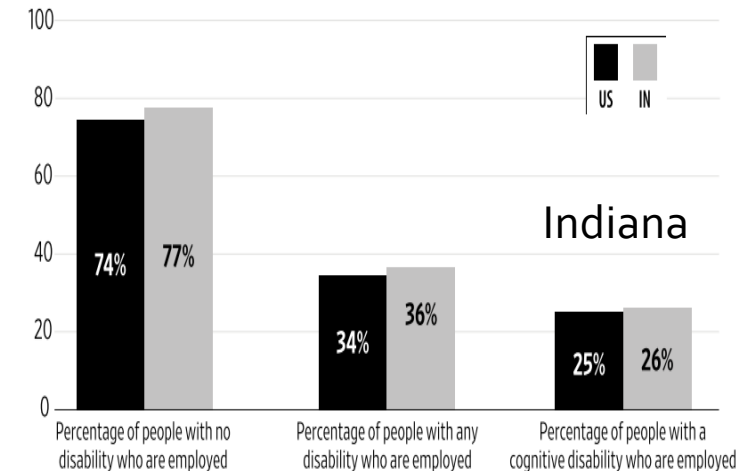


Figure 1. Number Served by IDD Agencies



Percentage of Working-Age Population Employed in 2016



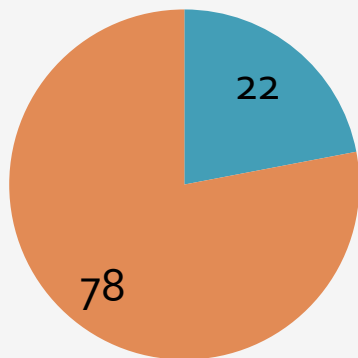
Source: American Community Survey

The National Report on Employment Services and Outcomes,
Butterworth et al, 2018, ICI

Indiana National Core Indicator Survey of Waiver Participants

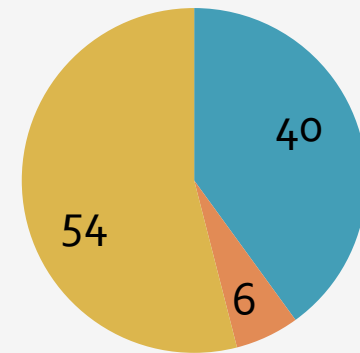
2017-2018

Has a Job



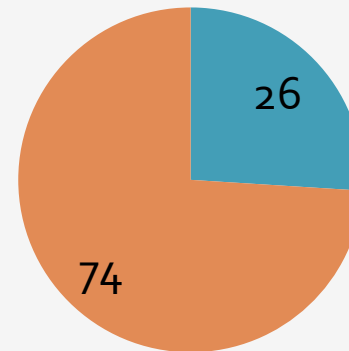
■ Yes ■ No

Those Without Job



■ Wants a job
■ Not sure
■ Does not want a job

Those Without a Job but Want a Job



■ Job goal
■ No Job goal

Work to Include Town Halls



- Funded by Indiana Governor's Council
- Sponsored by IUPUI and INAPSE
- Shared Indiana's 2017 Employment First Legislation & State Task Force
- Team Leaders with Disabilities Designed and Led 11 Town Halls across Indiana
- Speakers with Disabilities Shared Their Employment Successes
- Table Discussions Focused on Solutions to Employment Barriers
- Over 400 Participants Joined Coalition
- Developed Local Action Plans
- Coalition Building Through Social Media

A Positive Vision

- Employers hire people with disabilities & provide workplace accommodations.
 - Strong school-to-career transition plans & services.
 - Quality employment personnel and services.
 - Benefits planning & assistance.
 - Accessible, affordable, reliable transportation.
 - State policies and funding that promote employment.
-

Have a look.....



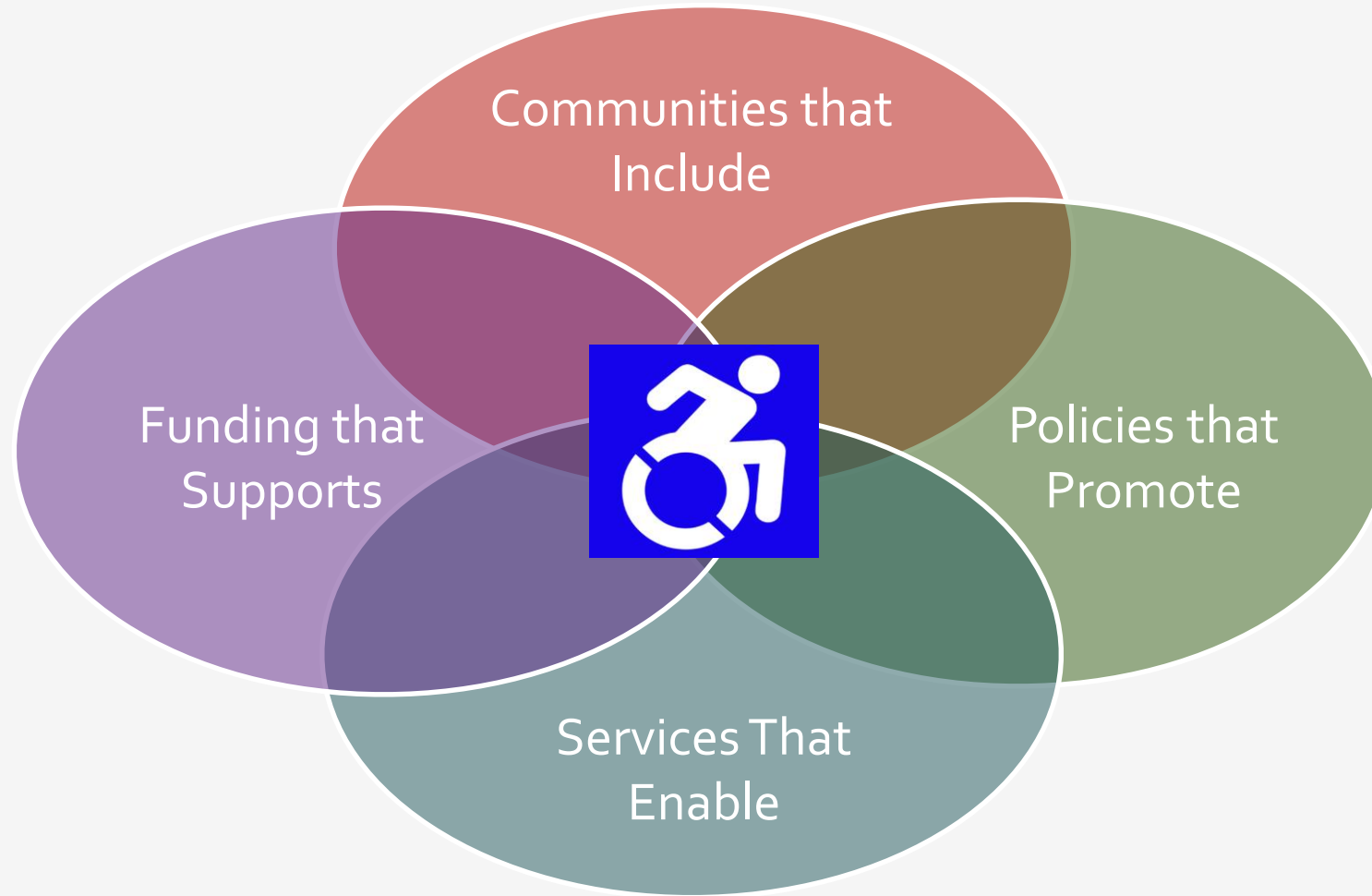
**WORK TO
INCLUDE
TOWN
HALLS**

What people told us – Town Hall Themes

- State must send a clear and unified mandate that competitive integrated employment is the first and preferred option.
- Develop comprehensive transportation options statewide.
- Launch a coordinated campaign to educate employers and set hiring goals for businesses.
- Establish stronger accountability for service provider outcomes.
- Invest heavily in Pre-ETS transition services and track student outcomes.
- Ensure statewide benefits planning & assistance.



Framework for change





NEXT STEPS

*In the end,
let it be said
that more is done
than said.*

- Monthly Team Leader Meetings
- Governor's Executive Order
- Mini Grants to Local Teams
- Employer Awareness Toolkit
- Continue and Expand Advocacy
- Work to Include Summit
 - November 20, 2019
 - 8:30 am to 2:30 pm
 - West Market Conference Center
 - 150 West Market St, Suite 201, Indianapolis